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PART III

GOVERNMENT OF PUNJAB

DEPARTMENT OF AGRICULTURE AND FARMER'S WELFARE
(Agriculture Branch-4)

NOTIFICATION

The 2nd December, 2021

No. G.S.R.169/P.A.18/2020/S.13/2021.-In exercise of the powers conferred by the sub section (1) of the section 13 of the Punjab Tissue Culture Based Seed Potato Act, 2020 (Punjab Act No. 18 of 2020), and all other powers enabling him in this behalf, the Governor of Punjab is pleased to make the following rules for carrying out the purposes of the said Act, namely:-

RULES

1. Short title and Commencement.- These rules shall be called the Punjab Tissue Culture Based Seed Potato Rules, 2021.

(2) They shall come into force on and with effect from the date of their publication in the Official Gazette.

2. Definitions.- (1) In these rules, unless the content otherwise requires, -

Section 5.

- (a) "Act" means the Punjab Tissue Culture Based Seed Potato Act, 2020.
- (b) "Advertisement" means a representation other than those on the label, disseminated in any manner or by any means relating to seed potato for the purposes of the Act;
- (c) "Certification sample" means a sample of seed drawn by a certification agency or by a duly authorized representative of a certification agency under section 5 of the Act;
- (d) "Certification tag" means a tag or label of certain design to be specified by the certification agency and shall constitute the certificate granted by the certification agency;
- (e) "Certified seed" means tissue culture plantlets, minitubers or tubers of potato which fulfil all requirements for certification provided by the Act and these rules thereof, as well as to the bag or container to which the certification tag is attached;

- (f) "Complete record" means the information which relates to the origin, variety, germination, purity of seeds and lab test report(s) of any notified variety offered for sale, sold or otherwise supplied;
- (g) "Form" means a proforma 'A' to 'C' appended to these rules;
- (h) "Government" means the Government of the state of Punjab in the Department of Agriculture and Farmer's Welfare;
- (i) "Origin" means the State, Union Territory or foreign country where the seed is grown and in case seeds of different origin are blended the label shall show the percentage of seed of each origin;
- (j) "Processing" means cleaning, drying, curing, treating, sorting, grading and other operations which would change the purity and germination of the seed and thus, requiring re-testing to determine the quality of the seed, but does not include operations such as packaging and labelling;
- (k) "Section" means a section of the Act;
- (l) "Service sample" means a sample submitted to the Designated Seed Laboratory or to a State Seed Laboratory for testing, the results to be used as information for seed selling or labelling purposes;
- (m) "Treated" means that the seed tubers have been subjected to an application of a substance or process in such a manner as to reduce, control or repel certain disease organisms, insects, or any other pests attacking such seeds; and
- (n) "Record of purchase" means a bill, MoU (Memorandum of Understanding) or any other receipt pertaining to the purchase of material.

(2) The words and expressions used herein and not defined in these rules but defined in the Act, shall have the same meaning respectively, as assigned to them in the Act

Section 3. **3. Constitution of Tissue Culture Based Seed Potato Committee.**- This committee shall consist of the following members, namely:-

- (a) An Officer appointed by the State Government, :Chairman not below the rank of Joint Director, Horticulture

(b)	Deputy Director Horticulture (Potato) Secretary	: Member
(c)	Horticulture Development Officer (Nodal Officer Potato)	: Member
(d)	Nominee of Punjab Agri. Export Corporation not below the rank of General Manager	: Member
(e)	Nominee from Central Potato Research Institute as Seed Potato Expert	: Member (Expert)
(f)	Head, Department of Plant Pathology, Punjab Agricultural University, Ludhiana	: Member (Expert)
(g)	Head, Department of Vegetable Science, Punjab Agricultural University, Ludhiana	: Member (Expert)
(h)	Two seed potato growers	: Non-official members

The non-official members will be nominated by the State Government for a term of two years.

4. Functions of the Tissue Culture Based Seed Potato Committee.- In addition to the functions entrusted to the Committee by the Act, the Committee shall carry out following functions, namely:-

Section 3.

- (i) The Committee shall give its recommendations to the Seed Certification Authority for certification of tissue culture based seed potato;
- (ii) The Committee shall constitute sub-committees consisting wholly of members of the Committee or wholly of other persons or partly of members of the Committee and partly of other persons, as it thinks fit, to develop guidelines, standards for certification, analysis of seed potato raised through tissue culture based aeroponics or nethouse facilities, procedures for the approval of tissue culture laboratories, net-houses, aeroponics and field facilities for plant propagation and monitoring of tissue culture plantlets and G0 class seed tubers or for the purpose of discharging such of its functions as may be delegated to the sub-committee(s);
- (iii) The Committee shall recommend the name of persons to assist while implementing the Act, such as seed analyst, seed inspecting

officer from within or outside the department;

- (iv) The Committee shall recommend the rate of fees to be levied for certification of Tissue culture based Seed Potato by the certification agency and analysis of samples by the Designated Seed Testing Laboratories etc;
- (v) The Committee shall advise the state government for recommendation or out-sourcing of seed testing laboratories or services;
- (vi) The Committee shall carry out educational programmes designed to promote the use of certified seed including publication and internet listing of certified seed growers, area planted, varieties certified and quantity available of different classes of certified seed;
- (vii) The Committee shall carry out such other functions as are supplemental, incidental or consequential to any of the functions conferred by the Act or these rules;
- (viii) The Committee shall send its recommendations and other concerning records to the State Government; and
- (ix) The committee shall work in co-ordination with The Seed Certification Agency notified under the Section 5 of the Act.

Section 5. **5. Functions of the Certification Agency.**- In addition to the functions entrusted to the certification agency by the Act, the agency shall carry out the following functions, namely:-

- (i) To certify seeds of any notified potato variety;
- (ii) To collect data about the quality of seeds found in the market and make this data available to the Committee;
- (iii) To outline the procedure of submission of applications and for growing, harvesting, processing, storage and labelling of seeds intended for certification till the end to ensure that seed lots finally approved for certification are true to variety and meet prescribed standards for certification under the Act or these rules;
- (iv) To verify, upon receipt of an application, for certification, that the variety is eligible for certification that the seed source need for planting was authenticated and the record of purchase is in accordance with

these rules and the fees has been paid;

- (v) To take sample and inspect seed lots produced under the procedures laid down by the certification agency and have such samples tested to ensure that the seed conforms to the prescribed standards of certification;
- (vi) This agency will be responsible for framing the format or performances required for certification of Tissue Culture Based Seed Potato under the Act;
- (vii) To ensure that action at all stages like facility inspection, field inspection, seed processing, storage, plant inspection, analysis of samples taken and issue of certificates (including tags, marks, labels and seals) is taken expeditiously;
- (viii) To grant certificate (including tags, marks, labels and seals etc.) in accordance with the provisions of the Act and these Rules;
- (ix) To maintain such records as may be necessary to verify quantity and quality of certified seed under these rules;
- (x) To inspect fields or facilities to ensure that the minimum standards for general hygiene, isolation, rouging and similar factors are maintained at all times, as well as ensure that seed borne diseases are not present in the field to a greater extent than the minimum permissible limit (s) provided in the standards for certification; and
- (xi) The certification agency shall work in coordination with the Tissue Culture Seed Potato Committee.

6. Fees.- Every application under sub-section (2) of section 6 shall be accompanied by application fees of Rupees one hundred per farmer in cash/ bank draft or in any other digital mode.

Section 6.

7. Interpretation.-If any question arises as to the interpretation of these rules, the Government shall decide the same.

FORM-A**(Rule 2 (g))**

Source verification of tissue culture plants for **G0** production of minitubers in nethouse/aeroponic facility

Name of the seed producing organisation

Address of seed producing organisation(Mobile and email)

Name the organisation from where the tissue culture raised hardened plants purchased

Season and year of production

Crop

Generation of the seed to be produced

Area planted
(Nethouse/aeroponics) (Hectares)

Number of Plants purchased -----

stage seed purchased from

Tissue culture lab

Invoice number and date of the seed purchase.

Attach the following documents

Photocopy of the tissue culture plants seed purchase voucher

Progeny certificate of mother culture along with plants testing report from ATL lab

If opinion is required on any other matter suitable paragraph(s) may be added.

FORM-B

(Rule 2 (g)

Source verification of tissue culture based seed potato for **G1** to **G4** production
in open field

Name of the seed producing
organisation

Address of seed producing
organisation

Name the organisation from
where tissue culture based
seed potato tubers purchased

Season and year of production

Crop

Variety

Area planted (Hectares)

Quantity of ----- stage seed
purchased in qtls/numbers

Lot number of the ----- stage
seed purchased

Attach the following documents

Photocopy of the seed
purchase voucher

Progeny certificate of
generation/ seed lot number

In case of seed purchased
within state, progeny certificate
may be obtained from the
concerned R.S.C.O

Tags of the seed purchased
as specimen with their numbers

If opinion is required on any other matter suitable paragraph(s) may be added.

FORM C**(Rule 2 (g))**

(Certificate of test and/or analysis by the Seed Analyst)

Certified that the sample(s) bearing number _____
purporting to be a sample of _____ received
on _____ Memorandum No. _____ dated
_____ results of such test(s)/analysis is/are as stated below.

1. The condition of the seals on the packet and the outer covering on receipt
was as follows.

Place _____

Seed Analyst

Date _____

Central Laboratory

If opinion is required on any other matter suitable paragraph(s) may be added.

FORM D

(Rule 2 (g))

Seed Certification Agency _____

Tag No. _____

Director

Seed Certification Agency

Kind _____

Variety _____

Lot No. _____

Germination _____ % Not below _____ %

Date of test _____

Certification valid upto _____

Minimum pure seed %

Producer _____ (Name and Full Address) _____

Class of seed _____

N.B.: 1. A grey tag shall be used for G0 seed. 2. A pink tag shall be used for G1 seed. 3. A brown tag shall be used for G2 seed. 4. A Orange tag shall be used for G3 seed. 5. A red tag shall be used for G4 seed. Certification shall be valid for the period indicated on the tag provided seed is stored under cold storage conditions.

If opinion is required on any other matter suitable paragraph(s) may be added.

FORM E**(Rule 2 (g))**

Memorandum to Seed Analyst.

Serial No. of Memorandum.

From:

To

The Seed Analyst

The sample described below is sent herewith for test and analysis under Section 4 of the Punjab tissue culture based seed potato act, 2020.

1. Serial No. of the sample.
2. Date and place of collection.
3. Nature of the articles submitted for analysis/test.

2. A copy of this memo and specimen impression of the seal used to seal the packet of samples is being sent separately by post/hand.*

Date _____

Seed Inspector

*Strike out whichever is not applicable

If opinion is required on any other matter suitable paragraph(s) may be added.

Additional Chief Secretary (Horticulture)

PART III

GOVERNMENT OF PUNJAB

**DEPARTMENT OF WATER SUPPLY AND SANITATION
(BUILDINGS AND ROADS II BRANCH)**

NOTIFICATION

The 16th December, 2021

No. G.S.R. 170/Const./Art.309/2021.-In exercise of the powers conferred by the proviso to Article 309 of the Constitution of India, and all other powers enabling in this behalf, the Governor of Punjab is pleased to make the following rules for regulating the recruitment and common conditions of service of persons appointed to the Punjab Department of Water Supply and Sanitation, Group 'D' (Field Workers) Service, namely:-

RULES

1. Short title, commencement and application.-(1) These rules shall be called the Punjab Department of Water Supply and Sanitation, Group 'D' (Field Workers) Service Rules, 2021.

(1) These Rules shall come into force on and with effect from the date of their publication in the Official Gazette.

(2) These Rules shall apply to the posts as specified in **Appendix 'A'**.

2. Definitions.-(1) In these rules, unless the context otherwise requires,-

(a) 'Appendix' means an Appendices appended to these rules;

(b) 'Government' means the Government of the State of Punjab in the Department of Water Supply and Sanitation; and

(c) 'Service' means the Punjab Department of Water Supply and Sanitation, Group-'D' (Field Workers) Service.

(2) The words and expressions used but not defined in these rules, shall have the same meaning as respectively assigned to them in the Punjab State (Group-D) Service Rules, 1963.

3. Number and Character of posts.-The Service shall comprise of the posts specified in **Appendix 'A'**:

Provided that nothing in these rules shall affect the inherent right of the Government to add or reduce the number of such posts or to create

the new posts with different designations and scales of pay, whether permanently or temporarily.

4. Pay of members of the Service.- The members of the Service shall be entitled to such scales of pay, as may be authorized by the Department of Finance from time to time. The scales of pay, at present, in force, in respect of the members of the Service, are given in **Appendix 'A'**.

5. Method of Appointment, Qualification and Experience.-(1) All appointments to the service shall be made in the manner specified in **Appendix 'B'**:

Provided that if no suitable candidate is available for appointment to the Service by direct appointment, the appointment to the service can be made by transfer or deputation of a person holding an analogous post under the State Government or Government of India.

(2) No person shall be appointed to any post in the Service under sub-rule (1) of this rule, unless he/she possesses the qualifications and experience, as specified against that post in Appendix 'B'.

6. Training.-Members of the service shall be required to undergo training as stipulated by the Government from time to time and clear the benchmark, if any, setup to clear such training.

7. Application of the Punjab State (Group-D) Service Rules, 1963.-

(1) In respect of the matters which are not specifically provided in these rules, the members of the service shall be governed by provisions of the Punjab State (Group-D) Service Rules, 1963, as amended from time to time.

(2) The Punjab State (Group-D) Service Rules, 1963, at present in force, are contained in **Appendix 'C'**.

8. Interpretation.-If any question arises as to the interpretation of these rules, the Government in consultation with the Department of Personnel, shall decide the same.

APPENDIX 'A'

[See rules 1, 3 and 4]

Serial Num- ber	Name of post	Number of posts			Scale of pay	Scal of pay for member of service recruited after the 17.07.2020, as per Central 7th pay Commission
		Perma- nent	Tempo	Total		
1	2	3	4	5	6	7
1	Helper (Technical)	3503	NIL	3503	4900-10680+1650	18000 (Level 1)

APPENDIX 'B'

(See rule 5)

Serial Num- ber	Name of the Post	Percentage of appointment by		qualifications and experience for appointment by Direct Appointment
		Direct Appointment	Promotion	
1	2	3	4	5
1.	Helper (Technical)	Hundred Percent From amongst the :- a) 20% Plumber/Fitter b) 75% Electrician/ Wireman c) 5% Refrigeration and Air Conditioning)	Nil	(i) Should have passed the matriculation examination with Punjabi language subject. (ii) Should possess short term vocational certificate course recognized under National Skill Qualification Framework (NSQF) or National Council of Vocational Training (NCVT) or State Council of vocational Training (SCVT) or State Vocational Scheme of Department of School Education, Government of Punjab, of at least 200 hours in the respective discipline from a vocational institute recognized by Government of Punjab or Government of India.

APPENDIX 'C'

[See rule 7]

HOME DEPARTMENT

NOTIFICATION

The 23rd May, 1963

No G.S.R. 123/Const./Art,309/63.- In exercise of the power conferred by the proviso to Article 309 of the Constitution of India and all other powers enabling him in the behalf, and in supersession of all the corresponding rules issued in this behalf, and in force for the time being, the Governor of Punjab is pleased to make the following rules for regulating the appointment and conditions of service of persons appointed to the Punjab State [(Group-D)] Service:-

1. (1) These rules may be called the Punjab State [(Group-D)] Service Rules, 1963. Short title, commencement and application.
(2) They shall come into force from the date of their publication in the PUNJAB GOVERNMENT GAZETTE.
(3) They shall not apply to any person for whose appointment and conditions of service special provision is made by or under any law for the time being in force.

2. In these rules, unless the context otherwise requires- Definitions.
(a) “Direct appointment” means and appointment made otherwise than by promotion within the service or by transfer of an official already in the service of the Government of a State or the Government of India.
(b) “Government” means the Punjab Government in the Administrative Department;
(c) “Head of Department” means the authority as defined in rule 2.25 of the Punjab Civil Services Rules, Volume I, Part I, and includes any other authority who is specially appointed by the Government to exercise the powers of a Head of Department for the purpose of these rules.

¹Amended vide Punjab Government Notification No. G.S.R. 3/Const./Art.309/Amd.(4)/2003, dated 23rd January, 2003

(d) "Head of Office" means the authority as defined in rule 2.26 of the Punjab Civil Services Rules, Volume I, Part I ; and

(e) "Service" means the Punjab State ²[(Group-D)] Service.

³[(f) "War hero" means a defence services personnel or a para-military forces personnel, who is a bona fide resident of Punjab State and is killed or discharged from the above service on account of disability suffered by him while fighting for defending the border of the Country in Kargil sector of the State of Jammu and Kashmir or fighting for the country in any other sector or similar operation on or after the first day of January, 1999 which may be notified by the State Government as undertaken for preserving the unity and integrity of the motherland. However, in exceptional cases the cases of those war heroes can also be covered under this definition who, thought not bona fide residents of Punjab State, but are yet closely connected to the State of Punjab. In such exceptional cases, the express approval of the Department of Personnel and Administrative Reforms will be mandatory.]

Authorities
empowered to
make
appointments.

3. All Appointments to posts in the service shall be made by the Head of Departments and Heads of offices, as the case may be; provided that the Heads of Departments or the Heads of Offices may delegate these powers to their subordinate officers in respect of appointment to posts in their offices, for the purpose of this rule.

Nationality and
Domicile.

4. (1) No person shall be appointed to the Service, unless he is-

- (i) a citizen of India, or
- (ii) a subject of Sikkim, or
- (iii) a subject of the State of Pondicherry, or

²Amended vide Punjab Government Notification No. G.S.R. 3/Const./Art.309/Amd.(4)/2003, dated 23rd January, 2003

³Amended vide Punjab Government Notification No. G.S.R. 8/Const./Art.309/Amd.(3)/2000, dated 11th January, 2000.

(iv) a person of Indian origin, who has migrated from Pakistan with the intention of permanently settling in India :

Provided that, subject to the issue of a certificate of eligibility in his favour, a subject of Nepal or a Tibetan who came over to India before the 1st January, 1962, with the intention of permanently settling in India, may also be appointed to any post in the service :

Provided further that a candidate belonging to category (iii) or (iv) above must be a person in whose favour a certificate of eligibility had been given by the competent authority, and if he belongs to category (iv) the certificate of eligibility will be valid only for a period of one year from the date of his appointment beyond which he can be retained in service only if he has become a citizen of India.

(2) A candidate in whose case a certificate of eligibility is necessary may be admitted to an examination or interview conducted by the recruiting authority on his furnishing proof that he has applied for the certificate and he may also provisionally be appointed subject to the necessary certificate being given to him by the competent authority.

5. No person shall be recruited to the Service by direct appointment Age and other
qualifications unless he-

(a) produces certificates of character from two responsible persons, not being his relatives, who are well acquainted with him in private life ;

(b) is not less than 16 years and not more than 35 years of age on the date of ⁴appointment :

⁴ Amended vide Punjab Government Notification No. G.S.R. 3/Const./Art.309/Amd.(4)/2003, dated 23rd January, 2003

Provided that in the case of ex-servicemen, the upper age limit shall be such as has been prescribed in the Punjab Recruitment of Ex-servicemen Rules, 1982, as amended from time to time;

Provided further that in the case of appointment on compassionate grounds on priority basis, the upper age limit shall be such as may be specifically fixed by the Government from time to time;

Provided further that in the case of candidates belonging to Scheduled Castes and Backward Classes, the upper age limit shall be such as may be fixed by the Government from time to time;

Provided further that the upper age limit may be relaxed up to forty-five years in the “case of persons already in the employment of the Punjab Government, other State Government or Government of India.”; and]

(c) has not more than one wife living and in the case of a woman, is not married to a person already having a living wife :

Provided that the Government may, if satisfied that there are special grounds for doing so, exempt any person from the operation of this clause ; and

⁵[(d) has passed examination of Middle Standard with Punjabi Language as one of the subjects form a recognized educational institution;

Provided that the educational qualification shall be fifth standard with Punjabi Language in the case of a person appointed to the service on compassionate grounds, as a dependant of deceased Government employee:

⁵Amended vide Punjab Government Notification No. G.S.R. 73/Const./Art.309/Amd.(2)/84, dated 14th August, 1984, vide Punjab Government Notification No. G.S.R. 8/Const./Art.309/Amd.(3)/2000, dated 11th January, 2000 and vide Punjab Government Notification No. G.S.R. 3/Const./Art.309/Amd.(4)/2003, dated 23rd January, 2003

Provided further that the condition of educational qualification shall not apply to a person appointed to the service-

- (i) in the case of blind person;
- (ii) in the case of widow appointed on compassionate grounds ; and
- (iii) in case of riot/terrorist affected person(s) ;
- (iv) in the case of a person appointed to the services as a sweeper:

Provided further that where appointment to the service is offered to a war hero who has been discharged from defence services or para-military forces, on account of disability suffered by him or his widow or dependant member of his family, under the instructions issued in this behalf by the Government, such person shall not be required to possess the requisite knowledge of regional languages and of English as may be prescribed by the Government from time to time. Such persons shall also be not required to possess experience even on technical post.]

6. (1) Posts In the service shall be filled—

Method of appointment.

- (a) in the case of posts carrying the grades of ⁶[Rs. 70---2----80/3---95].
 - (i) by direct appointment ; or
 - (ii) by transfer or deputation an official already in the service of the Government ; and
- (b) In the case of other posts in the Service carrying higher grades —
 - (i) by direct appointment ; or
 - (ii) by promotion from the officials working in the next lower grades ; or

⁶Amended vide Punjab Government Notification No. G.S.R. 48/Const./Art.309/Amd.(1)/72, dated 31st May, 1972

(iii) by transfer or deputation of an official already in the service of the Government :

Provided that in the case of an appointment by promotion, the appointing authority shall satisfy itself about the capability of the official to perform the duties of the posts for which he is selected.

(2) This appointing authority shall ensure that the grounds of ignoring a senior official in favor of a junior one are invariably recorded in writing and the proportion fixed by it for filling up the posts by promotion and otherwise is maintained.

(3) When any vacancy occurs or is about to occur in the Service, the Head of Department or the Head of Office, as the case may be, shall determine the manner in which it shall be filled keeping in view the proportion fixed under clause (2) above,

(4) No official shall have any claim to appointment by promotion or transfer as of right.

Number and character of posts

7. The Service shall comprise the posts classified as ⁷[(Group-D)], within the meaning of rule 1.2 of Punjab Civil Service Rules, Volume I, Part I, and nothing in these rules shall affect the inherent right of the Government to make additions or reductions in the cadre of the Service either permanently or temporarily.

Probation of member of the service.

8. (1) Persons appointed to the Service shall remain on probation for a period of ⁸[three] years:

Provided that —

(a) any period, after appointment to the Service, spent on deputation on a corresponding or a higher post shall count towards the period of probation fixed under this rule ;

(b) In the case of an appointment by transfer , any period of work in similar rank or above, prior to appointment to the Service may, at the discretion of the Government, be allowed to count towards the period of probation fixed under this rule ; and

⁷Amended vide Punjab Government Notification No. G.S.R. 3/Const./Art.309/Amd.(4)/2003, dated 23rd January, 2003

⁸Amended vide Punjab Government Notification No. G.S.R. 66/Const./Art.309/Amd.(5)/2016, dated 26th September, 2016.

(c) an officiating appointment in the Service shall be reckoned as a period spent on probation but no member who has thus officiated shall, on the completion of the prescribed period of probation, be entitled to be confirmed, unless he is appointed against a permanent post.

⁹[(d) The above condition of three years probation, shall apply in the case of direct appointment. If an appointment is made in any other manner than the direct appointment, in that case the said period of probation shall be one year.]

(2) If the work or conduct of a person appointed to the Service during the period of probation is, in the opinion of the appointing authority, not satisfactory, it may—

- (a) dispense with his services, If recruited by direct appointment ; or
- (b) If recruited otherwise—
 - (i) revert him to his former post ; or
 - (ii) deal with him in such other manner as the terms and conditions of his previous appointment permit.

(3) On the completion of the period of probation of a person, the appointing authority may—

- (a) If he was appointed against a permanent vacancy confirm such person from the date of his appointment or if he was not so appointed, confirm him from any date following such appointment from which a permanent vacancy exists ; or
- (b) If there is no permanent vacancy, declared that he has completed his probation satisfactorily; or
- (c) If his work or conduct has, in its opinion not been satisfactory, (i) dispense with his services, if recruited by direct appointment; or (ii) if recruited otherwise revert him to his former

⁹ Amended vide Punjab Government Notification No. G.S.R. 7/Const./Art.309/Amd.(6)/2019, dated 11th February, 2019.

post, or (iii) deal with him in such other manner as the terms and conditions of his previous appointment permit ; or

(d) extend his period of probation and thereafter pass such orders as it would have passed on the expiry of the first period of probation :

¹⁰[Provided that the total period of probation (including extension, if any), shall not exceed,-

- (i) four years, if recruited by direct appointment; and
- (ii) three years, if appointed otherwise.].

9. The seniority inter se of members of the Service holding the posts in the same grade, shall be determined with reference to the date of their appointment to such posts:

Provided that after Joining they have continuously served on such posts; and

Provided further that if two or more members are appointed in the same grade on the same date, their seniority shall be determined as follows—

- (a) a member recruited by direct appointment shall be senior to a member recruited otherwise ;
- (b) a member recruited by promotion shall be senior to a person recruited by transfer ;
- (c) In the case of member who are recruited by promotion Seniority shall be determined according to their seniority in the appointment from which they are promoted ;
- (d) In the case of members recruited by transfer from the same office, seniority shall be determined according to seniority in the appointments previously held in that cadre;
- (e) In the case of members who are recruited by transfer from different departments or offices of the Government, seniority shall be

¹⁰ Amended vide Punjab Government Notification No. G.S.R. 7/Const./Art.309/Amd.(6)/2019, dated 11th February, 2019.

determined according to pay preference being given to a member who was drawing a higher rate of pay in his previous appointment and if the rate of pay drawn be the same, an older member shall be senior to a younger member; and

(f) In the case of members recruited by direct appointment seniority shall be determined by their age, an older member being senior to a younger member :

Provided that in the case of members recruited by direct appointment the order of merit, if any, drawn up at the time of the selection shall not be disbursed and persons recruited as a result of an earlier selection shall be senior to those appointed as a result of a subsequent selection ;

Provided further that in the case of members whose period of probation is extended under rule 7, the date of appointment for the purposes of this rules shall be deemed to have been deferred to the extent the period of probation is extended.

10. Members of the Service shall be entitled to such scales of pay as may be sanctioned from time to time for the posts to which they are appointed. Pay of members of the service.

11. In respect of leave, pension and other cognate matters not specifically mentioned in these rules, the members of the service shall be governed by the Punjab Civil Services Rules or such other rules as are from time to time framed or issued under the proviso to Article 309 of the Constitution of India. Leave, Pension etc.

12. Every member of the service shall be liable to transfer under the orders of the appointing authority prescribed in rule 3 from posts within their respective classes of appointment to other posts in the Department and also anywhere within the jurisdiction of such authority. Liability to transfer

13. (1) In matters relating to discipline, penalties and appeals, members of the Service shall be governed by the Punjab Civil Services, (Punishment and Appeal) Rules, ¹¹[1970] : Authorities empowered to impose penalties and right of appeal.

¹¹ Amended vide Punjab Government Notification No. G.S.R. 48/Const./Art.309/Amd.(1)/72, dated 31st May, 1972.

Provided that the nature of penalties which may be imposed the authority empowered to impose such penalties and the appellate authority shall, subject to the provisions of any law or rules made under Article 309 of the Constitution of India, be as specified in Appendix 'A' to these rules;

(2) the authority competent to pass an order reducing or withholding the maximum pension admissible under the rules governing pension and terminating the appointment otherwise than upon reaching the age fixed for superannuation and the appellate authority shall be as specified in Appendix 'B' to these rules.

Liability for
vaccination and
revaccination.

14. Every member of the Service shall have himself vaccinated or revaccinated when the Government so directs by a special or general order.

Oath of
allegiance.

15. Every member of the Service, unless he has already done so, shall be required to take the oath of allegiance to India and to the Constitution of India as by law established.

Power to relax.

16. ¹²[Power to relax.- Where the Government is of opinion that it is necessary or expedient so to do, it may by order, for reasons to be recorded in writing, relax any of the provisions of these rules with respect to any class or category of persons.

Provided that the provisions relating to the educational qualifications and experience shall not be relaxed.]

¹²Amended vide Punjab Government Notification No. G.S.R. 48/Const./Art.309/Amd.(1)/72, dated 31st May, 1972 and vide Punjab Government Notification No. G.S.R. 73/Const./Art.309/Amd.(2)/84, dated 14th August, 1984.

¹³[APPENDIX 'A']

[See Rule 13(1)]

Designation of Officials	Appointing Authority	Nature of Penalty	Authority empowered to impose penalty	Appellate Authority
All ¹⁴ [(Group-D)] Employees	Head of Department Concerned	(i) Censure; (ii) withholding of his promotion; (iii) recovery from his pay of the whole or part of any pecuniary loss caused by him to the Government by negligence or breach of orders; (iv) withholding of increments of Pay; (v) reduction to a lower stage in the time scale of pay for a specified period, with further directions as to whether or not the Government employee will earn increments of pay during the period of such reduction and whether on the expiry of such period, the reduction will or will not have the effect of postponing the future increments of his pay;		Head of Department Concerned

¹³Amended vide Punjab Government Notification No. G.S.R. 48/Const./Art.309/Amd.(1)/72, dated 31st May, 1972.

¹⁴Amended vide Punjab Government Notification No. G.S.R. 3/Const./Art.309/Amd.(4)/2003, dated 23rd January, 2003

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Designation of Officials	Appointing Authority	Nature of Penalty	Authority empowered to impose penalty	Appellate Authority
		<p>(vi) reduction to a lower time scale of pay, grade, post or service which shall ordinarily be a bar to the promotion of the Government employee to the time-scale of pay, grade, post or service from which he was reduced with or without further directions regarding conditions of restoration to the grade or post or service from which the Government employee was reduced and his seniority and pay on such restoration to that grade, post or service;</p> <p>(vii) Compulsory retirement;</p> <p>(viii) removal from service which shall not be a disqualification for future employment under the Government;</p> <p>(ix) dismissal from service which shall ordinarily be a dis-qualification for future employment under the Government.</p>		
All ¹⁵ [(Group-D)]	Head of office Concerned	All the above penalties from(i) to (ix)	Head of office Concerned	Head of Department Concerned]

¹⁵ Amended vide Punjab Government Notification No. G.S.R. 3/Const./Art.309/Amd.(4)/2003, dated 23rd January, 2003

[APPENDIX 'B']

[See Rule 13 (2)]

Designation of Officials	Appointing Authority	Name of Order	Authority empowered to impose penalty	Appellate Authority
All ¹⁶[(Group-D)] Servant employed to Government Department	Head of Department	(i) Reducing the maximum amount of ordinary pension admissible under the rules governing pensions (ii) Termination of appointment other- wise than upon reaching the age fixed for superannuation	Head of Department	Government
All ¹⁶[(Group-D)] Servants Employed in Government Offices	Head of Office	Above orders (i-ii)	Head of Office	Head of Department
	Concerned		Concerned	Concerned

JASPREET TALWAR, IAS,
 Principal Secretary, Government of Punjab,
 Department of Water Supply & Sanitation

^{¹⁶}Amended vide Punjab Government Notification No. G.S.R. 3/Const./Art.309/Amd.(4)/2003, dated 23rd January, 2003